





at

PARIS . HONG KONG

2021

Sustainable purchasing & CSR Progress report





This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN Goals.

We welcome feedback on its contents.





01/ GROUP PRESENTATION

02/ AMBITION 1:

Provide a fair working environment to enable employee's fulfillment and reduction of inequality between women and men

Priority 1: Fight against corruption and unethical business practices
Priority 2 : Offer locally, equal chances for sustainable jobs in healthy working environment
Priority 3 : Develop and grow our talent
Priority 4 : Make our offices places of exemplarity and education about good environmental practices

03/ AMBITION 2

Act for product eco-design and a responsible consumption to fight against global warming

Priority 1 : Fight against Climate warming Priority 2 : Advise our customers with new sustainable solutions Priority 3 : Promote social and environmental best practices with our manufacturers

04/ AMBITION 3

Protect our natural resources and forest while performing our business

Priority 1 : Become an example in the fight against illegal logging Priority 2 : Promote certified paper from well managed forests

GROUP PRESENTATION



Our activities



atPRINT is an international print management packaging company which has it headquarter based in France. Since more than seventeen years, the company provides paper packaging to its customers with a renowned sense of customer service and CSR strong policy related to the **FAIR at**PRINT program .

atPRINT is specialized in conception, development production monitoring, quality and logistic. All our productions are entrusted to selected and reliable subcontractors.

We also provide additional services to our customers such as logistic and co-packing with success.

Our teams based in Europe and in Asia work together in the same direction to achieve our customers' packaging projects.





Our locations

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HEADOFFICE :

atPRINT France S.A.R.L.



PRODUCTION :

atPRINT Hong Kong Ltd.

atPRINT Bangladesh Ltd.

Poland Romania France



- Ground transport

 France to France
- Poland To France
- Romania to France
- Bangladesh to Bangladesh



Sea transportHong Kong or China to France



Air transport

Hong Kong or China to Europe





From the concept development to the packaging production and the copacking, we bring a full-service solution



Our History



2005

Atprint France & Hong Kong business start.

Our first activity is **paper** hangtags



2005 - 2015 logo :



2007

We start producing **packaging & gift**

These products are now our main core business





2011

We expend our hangtags activity by opening Atprint Bangladesh office.

We provide complementary products as woven labels, adhesive...



2014 - 2015

We launch a new activity : **Co-packing** in France & Romania.







2019 - 2021

We extended our co-packing activity to Poland

We launch an **eco-packaging** solution : for each project, we offer an alternative solution to our customers using recycle or/and biodegradable materials.

We created a new position in company: CSR manager who is charge of all social and environment topics for the group

We achieved our first EcoVadis evaluation

Our CSR manager is trained to Carbon footprint



Full supplier' survey all audits are being updated.





at PRINT Group initiated its CSR policy since 2015 through its own internal program **FAIR**



- Offer Eco friendly materials or recycled material Sourcing
- Stay aware and share all new technologies and materials ecofriendly \checkmark
- Sourcing Policy oriented to closer production units \checkmark
- Improving our solutions to reduce carbon footprint \checkmark
- Train all teams for specific topics such as integrity and respect
- Promoting diversity in recruitment \checkmark
- Encourage printing of recycling pictograms to help end user for wastage trial

The whole group and its staff are trained and engaged on these topics. We encourage all suppliers to apply same principles and use our knowledge to also train our customers for same topics.

F lexibility A wareness I ntegrity **R** ecycling



Our Gold certification EcoVadis



The ECOVADIS rating agency evaluated our CSR performance. We were awarded a Gold medal.

This medal means that we are in the **top 6%** of companies in our industry. This recognized assessment helps us demonstrate our credentials to customers and drive leading sustainability practices within our business.

Trough focused actions and proven results, we maintained strong performance and increased our score these last 2 years. The rating is based on a detailed independent assessment of our policies, processes and performance on environment, labor and human rights, ethics and sustainable procurement criteria. A dedicated action plan has been implemented in order to improve in the areas we consider that we consider relevant and a priority.







We are so proud to be part of the UN Global Compact program since October 2019.

atPRINT is pursuing its policy of maintaining as a top priority the fulfilling of our CSR ambitions.

Our sustainable development goals achievement are the result of daily efforts and engagements of our teams and partners.

In actual world situation of pandemic crises and great awake of responsibility for the future of our planet, our mission is even more challenging, and I know that our energy and convictions will make our ambitions successful more and more.

By this document, I renew our adhesion to the UN Compact and we reiterate our engagements to continue our involvement on the below points:

- ✓ 5. Gender Equity
- ✓ 8. Decent work & Economic growth
- ✓ 12. Responsible Consumption and Production
- ✓ 13. Climatic Action
- 🖌 15. Life on Land



Sofica TROCHARD atPRINT Group CEO

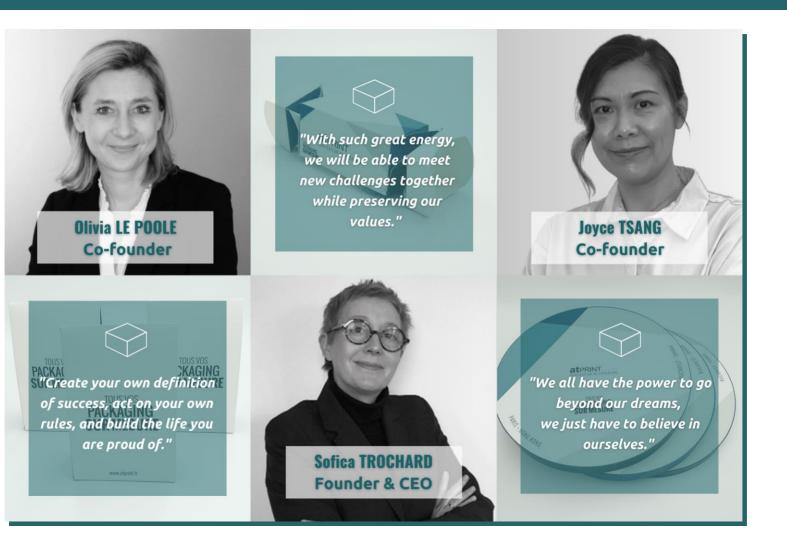
We are proud of our achievements especially obtaining our EcoVadis Gold medal. I am grateful to our CSR manager to contributed to reach our targets and sharing all know-how that helped us all to reach the expected results. I am also extremely proud of been the only company in our field who has the internal capacity to compute its own carbon footprint.

I am also thankful to all our teams who proved their agility, resilience and commitment during this pandemic period, in difficult conditions, in remote works, floating teams and still very efficient work. I hope our social activities can start again in 2022.

That's **atPRINT**: a responsible family , having initiative and ambition of keeping the commitments taken ! Make our Planet Better with our Daily actions !



Founders' testimonies



Team testimony





I have joined Atprint group in 2014 as Business & Marketing Developper because I wanted to join a company that is positively involved in its industry. After 8 years, I know that I took the good decision ! CSR is an integral part of our DNA. The solutions we have developed are more than ever in line with this approach : ecofriendly constructions, recycled and recyclable materials, plastic free.. Jonathan Pommier- France Marketing Manager



I have joined Atprint Group very recently, in 2021. I discovered a dedicated team with a true and real concern about CSR topics. I am happy to join this company. Atprint is multi-cultural company where we all care for each other. I am delighted to be able to exchange with my colleagues of all nationalities on such important subjects.

Shafiul SAJ - Bangladesh Head of Finance and Accounts

I started as a junior Merchandiser and then after some time I got the opportunity to be promoted as Senior Merchandiser. Working in this company is very motivating ! Teams are very close and work very well together. CSR is a motivation source to all teammates. We are all concerned by challenges for future. We are all concerned and committed on CSR topics. **Aska NG - Hong Kong Project Manager**





Our sustainable development goals





AMBITION 1 :

Provide a fair working environment to enable employee's fulfillment and reduction of inequality between women and men

Priority 1: Fight against corruption and unethical business practices

Priority 2 : Offer locally, equal chances for sustainable jobs in healthy working environment

Priority 3 : Develop and grow our talent

Priority 4 : Make our offices places of exemplarity and education about good environmental practices



PRIORITY 1 : Fight against corruption and unethical business practices

OUR ACTIONS 2021

- ✓ A dedicated Email address has been created to let stakeholders alert if any bribery or misconduct
- ✓ All suppliers signed a ATPRINT's chart (code of conduct)
- ✓ All suppliers signed the engagement to not offer any gift to our representative
- ✓ All ATPRINT representatives signed engagement to not accept any gift from supplier
- ✓ Support Ethics committee's actions

CRESULTS 2021

- No complain on the Ethic email address
- No misconduct happened no matter ATPRINT's Suppliers or ATPRINT's representatives



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PRIORITY 1 : Fight against corruption and unethical business practices

CRESULTS 2021

ΑCTIVITY	Country	SUPPLIER CODE	ICS	SA 8000	OHSAS 18001	ECOVADIS	SMETA AUDIT	Annual Transparency statement	No Child, forced or illegal labour engagement	Antibribery engagement	Supplier Chart
PRINTER	BG	UN_1	ок					ок	ок	ок	ок
COPACKER	PL	RA_1			ок	ОК		ок	ОК	ок	ок
PLASTIC THERMOFORMER	FR	CS_1				ок		ок	ок	ок	ок
PRINTER	FR	SK_1				ОК		ок	ок	ок	ок
LOG	FR	Ce_1				ОК		ОК	ок	ок	ОК
PRINTER	RO	BE_1				ОК		ОК	ок	ок	ОК
PRINTER	CN	CT_1		ок	ОК			ОК	ок	ОК	ок
PRINTER	CN	ZZ_1		ОК			ок	ОК	ок	ОК	ок
PRINTER	PL	TF_1		ок				ОК	ок	ОК	ок

✓ All our main suppliers are **audited and certified for their Ethics and Social policy**

- ✓ All our suppliers signed ATPRINT's Suppliers chart (code of conduct)
- ✓ All our suppliers signed specific engagements letter on critical points such as bribery, illegal labor and transparency

Make our offices places of exemplarity and education



CTIONS & RESULTS 2021

- ✓ All job offer are open to everyone, no matter sex, age, nationality or handicap.
- Management is keeping an eye on gender and age nondiscrimination and promoting talent as per their skills
- Support Social committee's actions in each office (this year, focus was on protecting staff's health and safety against of Covid19 pandemic)
- Following Social committee recommendation's : a water spring has been installed in all Offices. Bangladesh office was the most recent to implement
- ✓ Continue Develop employees' welfare and work-life balance
- Annual check of fire-fighting equipment



↔ ACTIONS & RESULTS 2021

Encourage respect, equality and diversity :



Monthly Webinar with all teams about culture and lifestyle difference between the three countries.



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↔ ACTIONS & RESULTS 2021

✓ All employees followed a training about **GENDER EQUITY AWARNESS**



✓ All recruitments position contain group engagement of nondiscrimination :

"ATPRINT is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, colour, religion, sex, sexual orientation, gender identity, national origin, disability status, age, or any other characteristic protected by law. If you need assistance or an accommodation during the application process because of a disability, it is available upon request. The company is pleased to provide such assistance, and no applicant will be penalized as a result of such a request "



OFFICE	Av. years of experience with		omposition gender	Ag	je	Av. Age (Year)	Number of	
OFFICE	APPRINT	Men	Women	MIN	МАХ		Nationalities	
Bangladesh	6	16	4	23	52	38	1	
Hong Kong	11	5	3	38	57	43	1	
France	10	4	4	26	58	34	3	

<u>Nota Bene</u>

 In Bangladesh, since the early stage, ATPRINT's jobs are equally open to both man and woman. However, due to the local culture, and unsafe public transportation, very few lady applications are received. Until 2020, Bangladesh team was 100% masculine. Thanks to Bengali culture evolution and our company reputation on the market, ATPRINT is proud to welcome **4 ladies in our BG teams in 2021.** We hope this will be the start of a larger opening and a more equilibrated mix team



AMBITION 1: Provide a fair working environment to enable employee's fulfillment and reduction of inequality between women and men

PRIORITY 2 : Offer locally, equal chances for sustainable jobs in healthy working environment



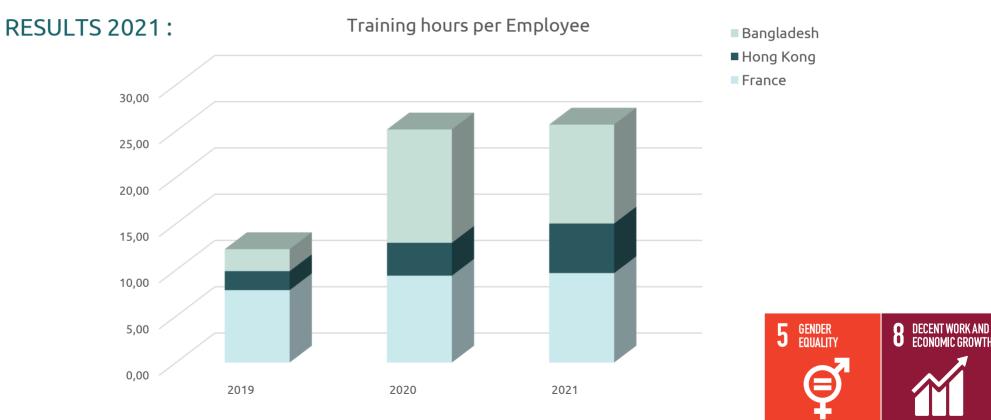
Our Diversity is our Force



PRIORITY 3 : Develop and grow our talents

♥ OUR ACTIONS 2021

Some KPI has been settle to monitor the development of the internal talent

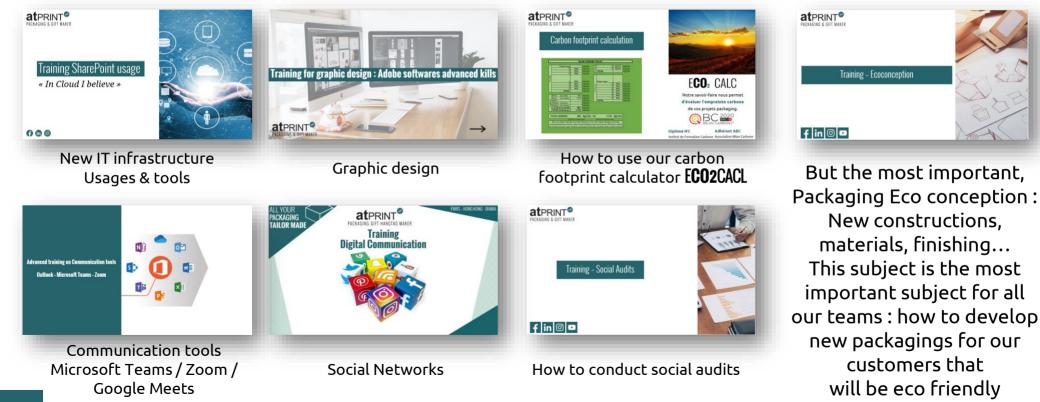




PRIORITY 3 : Develop and grow our talents

Contraction Results 2021

During COVID19 Pandemic period we increased the internal trainings especially during lockdown period on various topics :



PRIORITY 4 : Make our offices places of exemplarity and education about good environmental practices

♀ ACTIONS 2021

We do continue to promote alerts to avoid water wasting in each office, we implemented spring water in each office to avoid plastic bottles.

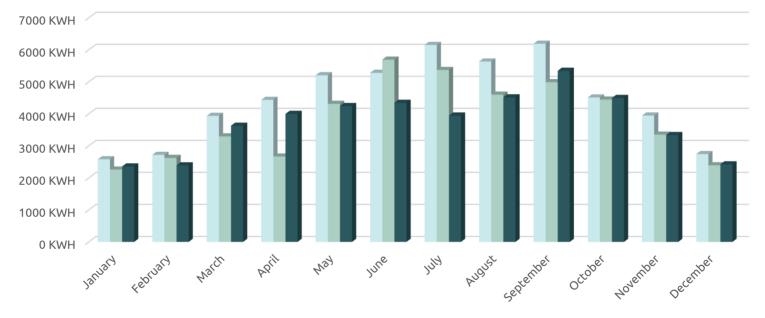
For Electricity saving purposes, each offices updated its internal rules in order to include:

- Computer shut down each night
- ✓ No lights switched off in empty rooms
- ✓ Air conditioning only during working hours
- Don't print useless papers to avoid electricity consumption and paper wastage



PRIORITY 4 : Make our offices places of exemplarity and education about good environmental practices

🗇 RESULTS 2021



ATPRINT Group Electricity KPI (in KWH)

2019 2020 2021

Electricity consumption in 2021 decreased as well because better care of ATPRINT's rules and various lockdowns and home office. Consumption is more important in summer due to air conditioning.



AMBITION 2:

Act for product eco-design and a responsible consumption to fight against global warming

Priority 1 : Fight against Climate warming

Priority 2 : Advise our customers with new sustainable solutions

Priority 3 : Promote social and environmental best practices with our manufacturers



♥ OUR ACTIONS 2021

- ATPRINT Group is continuously focusing on Carbon Footprint following Bilan
 Carbone® methodology for the Group and all its offices.
- Building a strong policy to reduce data size and data exchange

Definition of the actions to be taken

Communication about actions to be taken

Measure KPI

Each bytes on servers needs energy for data saving. Optimizing data volume helps to reduce energy consumption. Avoid emails useless with heavy files attachment / do not activate video during Visio conference when video is useless / Favor phone calls instead of emails for short information



\bigcirc OUR ACTIONS 2021

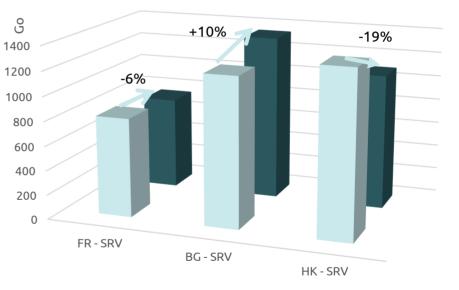
- ✓ **Keep on providing suitable alternative to virgin material**, especially, for plastic trays by
 - 1. For paper encourage recycled paper using
 - 2. Promoting FSC paper
 - 3. Promoting recycled or biosourced plastic
 - 4. Offering more ecofriendly material options to reduce plastic consumption
- Encourage and promote Eco-inks rather than oil-based inks
- Still Encouraging, promoting to all suppliers in environment initiatives (environmental certifications, equipment with higher environmental standards, FSC certifications, awareness and watch-out new eco-friendly materials)



C RESULTS 2021

- Our 2020 Carbon footprint summary is available on demand.
- 2. KPI for data space stored on server Since 2021, Atprint started strong action of data filing process in order to save energy and space on servers. This strong action brought important decrease of electricity consumption (and so GHG emissions) through this new KPI. NOTA BENE : Bangladesh data size naturally increased of 10% due to the high increase of the Turnover in 2021.

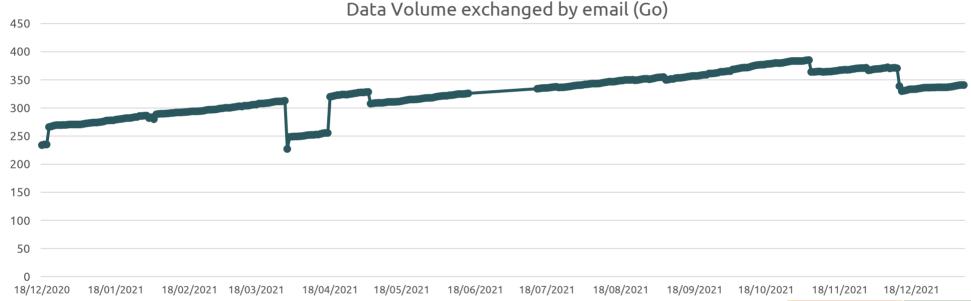
Global data stored into datacenters per office (in Go)



oct.-20 oct.-21



3. As previous commitment , ATPRINT is implementing KPI to follow emails exchange flow.



This new KPI in 2021 will be the based-on comparison for good practice of email exchange in 2022





PRIORITY 2 : Advise our customers with new sustainable solutions

○ OUR ACTIONS 2021

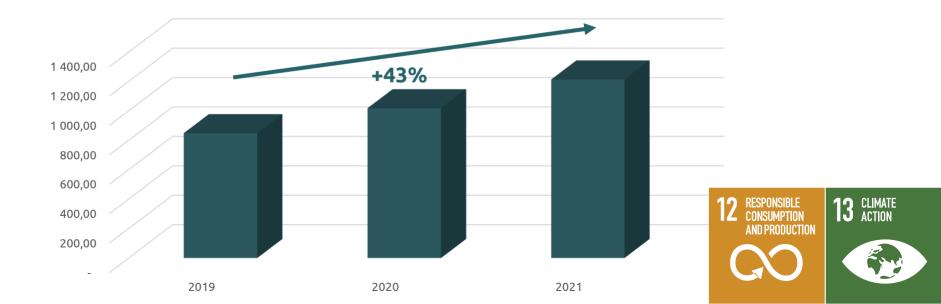
- 1. Integrating in our process **Eco-conception, recycling** and **carbon footprint expectation** for all projects
- 2. Informing customer about eco-friendly options and technical possibilities available
- 3.Keep on **Promoting Recycled material** for plastic items such as trays and windows or replacing the plastic items when it is possible.
- 4. Starting the base of our 2022 marketing campaign with eco-friendly own brand "BIOTY BOX"



PRIORITY 2 : Advise our customers with new sustainable solutions

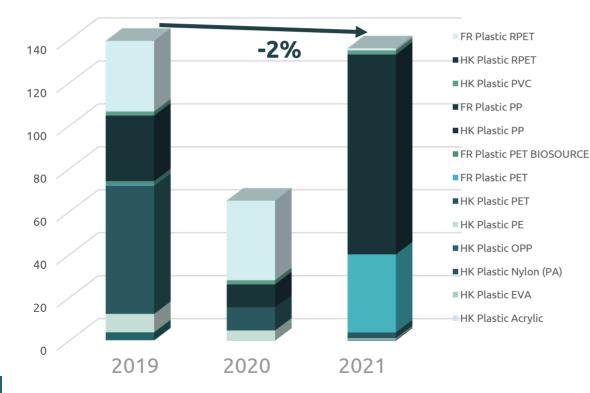
- 1. Renewable and bio sourced material per excellence, paper is the one of the best options to remove plastic from our activity.
- 2. We continue to promote paper as one of the bast option to replace plastic in our activity
- 3. Paper consumption increased related to tons and business increase during the period.

Group paper consumption (tons)



PRIORITY 2 : Advise our customers with new sustainable solutions

C RESULTS 2021



Group plastic consumption (tons)

2. -2%Consumption switched to paper which is a much sustainable material.

Due to COVID-19 pandemic consequences on international logistic chain , 50% of 2020 projects deliveries were shifted to 2021. This is the reason of the inconsistent figures. Despite these delivery reports, we still notice a decrease in 2021.



PRIORITY 3 : Promote social and environmental best practices with our manufacturers

CRESULTS 2021

ΑCTIVITY	Country	CODE SUPPLIER	ISO 14001	ECOVADIS	Lucie
COPACKER	PL	RA_1	ОК	ОК	
PLASTIC THERMOFORMER	FR	CS_1	ОК	ОК	
PRINTER	FR	SK_1		ОК	
SUPPLY CHAIN	FR	Ce_1		ОК	ОК
PRINTER	RO	BE_1	ОК	ОК	
PRINTER	CN	CT_1	ОК		
PRINTER	PL	TF_1	ОК		

1 . All our main suppliers are certified in environmental scope.

2. 100% of our suppliers are audited and committed with social & ethic policy.

(see page 16)

$\label{eq:stability} \textbf{AMBITION 1: Provide a fair working environment to enable employee's fulfillment and reduction of inequality between women and men$

ACTIVITY	Country	SUPPLIER CODE	ICS	SA 8000	OH5AS 18001	ECOVADIS	SMETA AUDIT	Annual Transparency statement	No Child, forced or illegal labour engagement	Antibribery engagement	Supplie Chart
PRINTER	BG	UN_1	ок					ок	ок	ОК	ОК
COPACKER	PL	RA_1			ок	ок		ок	ок	ок	ок
PLASTIC THERMOFORMER	FR	C5_1				ОК		ок	ок	ок	ок
PRINTER	FR	5K_1				ок		ок	ок	ок	ок
LOG	FR	Ce_1				ок		ок	ок	ок	ок
PRINTER	RO	BE_1				ок		ок	ок	ок	ок
PRINTER	CN	CT_1		ок	ок			ок	ок	ок	ок
PRINTER	CN	ZZ_1		ок			ок	ок	ок	ок	ок
PRINTER	PL	TF_1		ок				ок	ок	ок	ок



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AMBITION 3 :

Protect our natural resources and forest while performing our business

Priority 1 : Become an example in the fight against illegal loggingPriority 2 : Promote certified paper from well managed forests





PRIORITY 1 : Become an example in the fight against illegal logging PRIORITY 2 : Promote certified paper from well managed forests

OUR ACTIONS 2021

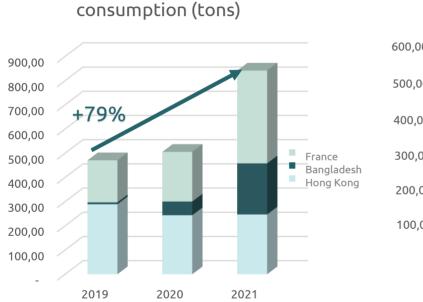
- 1. Keep on promoting FSC certified paper and material in order to fight against reckless deforestation and illegal logging as an option by emailing and communication to customer
- 2. Renewing ATPRINT group's FSC certifications
- 3. Monitoring and Checking all our supplier's FSC certifications
- 4. Proposing alternative to reduce the weight per items by optimizing the thickness material regarding the item's functionality.
- 5. Using recycled paper when it is possible, using paper ribbon instead of satin ribbon, paper tray instead of plastic tray...



AMBITION 3 : Protect our natural resources and forest while performing our business

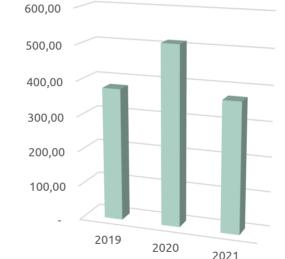
PRIORITY 1 : Become an example in the fight against illegal logging PRIORITY 2 : Promote certified paper from well managed forests

C RESULTS 2021



Group FSC paper

Group NON FSC paper consumption (tons)



	2019	2020	2021
Total Paper (Tons)	848.5	1018.3	1213,5
FSC paper in %	55%	50%	69%

ATPRINT has reach 69% FSC certified papers in 2021 which represent a great achievement for 2021. In 3 years FSC part increase of 79%

Thanks to great efforts (communication, supply chain and training) ATPRINT succeeded to reach 69% of FSC paper of total paper consumption in 2021



AMBITION 3 : Protect our natural resources and forest while performing our business

PRIORITY 1 : Become an example in the fight against illegal logging PRIORITY 2 : Promote certified paper from well managed forests

RESULTS 2021

ΑCΤΙVΙΤΥ	Country	CODE SUPPLIER	FSC
ATPRINT OFFICE	Hong Kong	ΑΤΡ ΗΚ	ОК
ATPRINT OFFICE	Bangladesh	ATP BG	ОК
ATPRINT OFFICE	France	ATP FR	Under process
PRINTER	Bangladesh	UN_1	ОК
PRINTER	France	SK_1	ОК
PRINTER	Romania	BE_1	ОК
PRINTER	China	CT_1	ОК
PRINTER	China	ZZ_1	ОК
PRINTER	Poland	TF_1	ОК



FSC certification

Bangladesh office FSC certification

Engagement letter



All our main printers are FSC certified. All ATPRINT offices are going to be certified in 2022



ICS actions are based on shared tools and a common methodology applied by all ICS members and securing a complete control of the audit process by brands. CS Social and Environmental Code of Conduct defines the core requirements that suppliers must commit to. After the completion of the audit, the factories and the ICS members work on the Corrective Action Plan (CAP) recommended by the auditor – <u>https://ics-asso.org</u>

🗇 SA 8000

SA 8000 is an international certification standard that encourages organizations to develop, maintain and apply socially acceptable practices in the workplace. SA 8000 certification addresses issues including forced and child labor, occupational health and safety, freedom of association and collective bargaining, discrimination, disciplinary practices, working hours, compensation, and management systems.

As well as setting workplace standards worldwide, SA 8000 also embraces existing international agreements, including conventions from the International Labor Organization, the Universal Declaration on Human Rights and the United Nations Convention on the Rights of the Child.

https://sa-intl.org



♥ OHSAS18001

The OHSAS 18001 Certification Scheme is an occupational health and safety standard designed to enable organizations to control risks and improve performance in the area of OH&S (occupational health and safety). OHSAS 18001 places a proactive and preventative emphasis on risk-control factors by identifying and assessing the likelihood and severity of hazards in the workplace.

🗇 EcoVadis

EcoVadis is a sharing platform in order to manage network both upstream and downstream, either by sharing performance with stakeholders or monitoring the performance of its own upstream value chain. - <u>https://ecovadis.com</u>

SMETA SEDEX

SMETA is an audit methodology, providing a compilation of best practice ethical audit techniques. It is designed to help auditors conduct high quality audits that encompass all aspects of responsible business practice, covering SEDEX's four pillars of Labor, Health and Safety, Environment and Business Ethics. SMETA is designed for suppliers to share one audit with multiple customers, meeting multiple customer requirements and reducing duplication in ethical auditing - <u>www.sedex.com</u>

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